EXHIBIT A

Contact Persons to Work with Staff

Contact persons to work with Staff on the following:

a. issues related to processing this application;

(i) Name: Patrick D. Crocker

(ii) Title: Attorney

(iii) Mailing Address: 900 Comerica Building

Kalamazoo, Michigan 49007

(iv) Telephone: 616-381-8844

(v) Facsimile: 616-349-8525

(vi) E-mail: TelcomAtty@aol.com

b. consumer issues

(i) Name: Oreda Chin

(ii) Title: General Manager - Operations

(iii) Mailing Address: 250 S. President Street

Baltimore, MD 21202

(iv) Telephone: 410-528-8900 x114

(v) Facsimile: 410-528-0917

(vi) E-mail: ochin@ntegrity.com

c. consumer complaint resolution

(i) Name: Jeff Morrison

(ii) Title: Executive Assistant

(iii) Mailing Address: 250 S. President Street

Baltimore, MD 21202

(iv) Telephone: 410-528-5392 (v) Facsimile: 410-528-0917

(vi) E-mail: jmorrison@ntegrity.com

d. technical and service quality issues

(i) Name: Blake Ratcliff

(ii) Title: Vice-President-Network

(iii) Mailing Address: 250 S. President Street

Baltimore, MD 21202 iv) Telephone: 410-528-8900 x111

(iv) Telephone: 410-528-8900 x1 (v) Facsimile: 410-528-0917

(vi) E-mail: blaker@ntegrity.com

e. "tariff" and pricing issues

(i) Name: Jeff Morrison

(ii) Title: Executive Assistant

(iii) Mailing Address: 250 S. President Street

Baltimore, MD 21202

(iv) Telephone: 410-528-5392 (v) Facsimile: 410-528-0917

(vi) E-mail: jmorrison@ntegrity.com

f. 9-1-1 issues

(i) Name: Theresa Osborne

(ii) Title: Vice-President-Operations

(iii) Mailing Address: 250 S. President Street

Baltimore, MD 21202

(iv) Telephone: 410-528-8900 x103

(v) Facsimile: 410-528-0917

(vi) E-mail: theresa@ntegrity.com

g. security/law enforcement

(i) Name: A. Keith Machen

(ii) Title: Vice-President and General Counsel

(iii) Mailing Address: 250 S. President Street

D 1/2 3 4D 01000

Baltimore, MD 21202

(iv) Telephone: 410-528-8900 x101

(v) Facsimile: 410-528-0917

(vi) E-mail: keith@ntegrity.com

EXHIBIT B

Articles of Incorporation

and

Certificate of Authority to Transact Business

FILED IN THE OFFICE OF THE SECRETARY OF STATE OF THE STATE OF NEVADA

Articles of Incorporation

STATE OF NEVADA

Filing (==





MAR 1 3 1998-(For Illing office use)

Secretory of State

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(name of party on beh	alf of whom instrum	nent was executed)	(name of p	esty on boissif of	whom instrument v	was coccuted)
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CORPORATE CHARTER

I, DEAN HELLER, the duly elected and qualified Nevada Secretary of State, do hereby certify that NTEGRITY TELECONTENT SERVICES, INC. did on March 13, 1998 file in this office the original Articles of Incorporation; that said Articles are now on file and of record in the office of the Secretary of State of the State of Nevada, and further, that said Articles contain all the provisions required by the law of said State of Nevada.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office, in Carson City, Nevada, on March 16, 1998.

Secretary of State

БУ

Certification Clerk

EXHIBIT C

Managerial Resumes

Mr. Goldsmith is an executive with over 18 years experience in the telecommunications and information industries. Mr. Goldsmith has extensive experience in several aspects of management in Fortune 500 and small company business environments. His experience includes strategic planning, marketing, sales, software development, and line operations management. As an executive with Ameritech, Mr. Goldsmith served as President of the \$400 million Pay Phone unit, and was a Vice-President on the launch team that designed the business unit that sells services to telecommunications resellers and information providers. He has also operated a systems integration software company, and started several technology businesses in the multimedia software, voice services, and consulting environments. He is versed in operations management, and is a recognized leader in the application of process management, re-engineering, and quality management environments. Listed is a synopsis of the positions held by Mr. Goldsmith throughout his career:

CEO, Ntegrity Telecontent Services, Inc. (1/96 – Present)

Conceived and created a business enterprise to markets telecontent services, including long distance, paging, internet, voice-mail, cellular, and local services to small business customers across the United States. Accomplishments include building the senior management team, interfacing with the investment community, and formulating business and marketing strategy.

President – Pay Phone Services, Ameritech (7/95 – 12/95)

Managed the \$400 million business unit responsible for the sale and operation of public communication products, including over 260,000 pay telephones, pre-paid cards, and voice verification technology used for home incarceration and remote time keeping. Refocused the mission of the organization - to sell network transactions instead of just pay phones - in order to combat erosion of the market due to cellular growth and network bypass. Managed the unit, which was the most competitively challenged within the corporation, to its highest profitability level and its lowest cost structure. Functions managed within the unit included: strategy, marketing, premise sales, telemarketing sales, service center, installation and maintenance, collecting, purchasing and inventory management. This unit included over 1,200 line and staff employees.

Vice President – Information Industry Services, Ameritech (6/93 – 7/95)

Launched a new business unit dedicated to selling telecommunications services to third party information providers such as telemanagement companies, centrex, paging and cellular resellers; on-line services and internet firms; alarm and CATV companies; and, multimedia software companies. Personally selected and developed a team of over 100 marketing, sales, business development and service professionals, while growing business revenue and profitability by 30% annually. Created business plans and strategic alliances to launch new lines of business in the systems integration and multimedia software areas. Designed and implemented start-up ventures that acquired over 35,000 voice mail services in 45 days. Created the first two Limited Liability Corporations within Ameritech in order to enter the building automation industry and the electric utility automation business.

General Manager - Bell Public Markets, Ameritech Michigan (1/91 - 6/93)

Managed the \$100 million public phone line of business; maintained and marketed the four million record customer database. Grew revenue in a market previously assumed to be eroding due to competition. Implemented Total Quality Management principals throughout the public organization. A Malcolm Baldridge Senior Examiner recognized the unit as the most well managed organization within Ameritech. Served as co-leader of the corporate planning teams that restructured and launched the Ameritech Small Business Unit.

Director - Major Account Marketing & Sales, Michigan Bell (6/88 - 1/91)

Managed a team of 60 professionals responsible for the sale of telecommunications networks to the top ten percent of Ameritech Michigan's business customers, such as General Motors. Chrysler, and The Detroit Medical Center. Exceeded revenue targets by over 42%, and implemented the largest digital network in

Ameritech's history. Designed and implemented a \$1.5 million marketing information, decision support, office automation, and electronic bonding system for the organization.

Director - Management Information Services, Michigan Bell (1/86 - 6/88)

Managed a team of consultants and computer analysts responsible for the creation of mission critical networks and systems for the marketing, network, finance, and computer operations areas within Ameritech. Responsibilities included system analysis, design, and project management. Completed over 80 system integration projects valued at over \$22 million.

Business Developer, Syndeco - Detroit Edison Subsidiary (1/85 - 1/86)

Developed market entry strategies for Detroit Edison to enter the consulting engineering business in order to diversify utility operations. Evaluated new business opportunities for strategic fit within the corporate portfolio, and designed plans to enter two new businesses.

Corporate Planner, Detroit Edison (12/83 - 1/85)

Created business strategies for Detroit Edison's entry into the telecommunications business as a provider of long distance and local bypass services. Completed the industry evaluation, developed market entry strategy, and formulated sales tactics for the corporation. Created economic development strategies for the State of Michigan in partnership with several local business development organizations.

Systems Engineer, Detroit Edison (5/79 – 12/83)

Designed and created leading edge software systems that modeled high voltage power lines, thermal characteristics of dwellings, and electromagnetic phenomena associated with high voltage power lines. Designed and developed hardware and software for prototype data acquisition systems to monitor and control electrical system components. Managed a team of design engineers on the Fermi II Nuclear Power Plant project.

Partner, Strategic Information Systems, Incorporated (1982 – 1985)

Owned and operated a consulting firm for three years. The firm designed computer networks and relational databases that enabled clients to leverage technology for competitive advantage. Created systems in the telecommunications, automotive, accounting, and project management areas.

Adjunct Professor, Wayne State University (1991 - 1993)

Served as Professor in the College of Engineering for two years. Instructed graduate and undergraduate students in the areas of reliability, quality and statistics. Published and presented several papers on the implementation of quality systems in service industries.

Mr. Goldsmith received his MBA in Marketing and Computer Information Systems from The University of Michigan, and his BS in Electrical and Computer Engineering from Wayne State University. He has held leadership positions in several academic and professional associations and is a Registered Professional Engineer.

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Ms. Osborne invested 25 years of her career as an operations manager, and corporate executive in the Bell System. She managed the entire Computer Operations Division for Ameritech Michigan. Through her staff of over 400 employees and a \$200 million budget, she was responsible for all corporate mainframe, departmental mini-computer, and wide area networks. Ms. Osborne was personally responsible for conceiving and introducing desktop departmental computing to the corporation. She has extensive knowledge of operational systems that perform mission critical functions throughout a telecommunication's company value chain. Ms. Osborne was also responsible for over 2,000 employees as the leader of Ameritech Michigan's operator services organization. This was one of the largest and most complex call centers in the country. Ms. Osborne has been an entrepreneur in the consulting industry for the past four years. Her accomplishments include starting a voice mail business, creating three telemarketing centers, creating process re-engineering educational workshops, building organizational consulting models, and instituting quality and process management techniques into a variety of businesses. Ms. Osborne also has, as a result of her experience in the voice mail business, extensive knowledge of the third party resale environment, including an intimate knowledge of RBOC order entry and subscription billing systems. Her operations management expertise expertise resulted in the acquisition of over 25,000 voice mail customers within 60 days. Her career is detailed by the following accomplishment summaries:

Vice President - Operations, Ntegrity, LLC (8/96 - Present)

Created the overall control and process management strategy for the operations plan. Structured and prototyped work-at-home telemarketing efforts in anticipation of a future rollout. Ms. Osborne is the primary interface with contracted programming resources, and has managed the voice mail product delivery mechanisms, and subscription billing processes.

President, TAO Consulting (7/93 - Present)

Created operating procedures and structure the sales effort for a voice mail business in the Michigan area. Consulted with two additional voice mail providers to create operating programs and sales strategies. Acquired over 25,000 voice mail customers within two months. Additionally, she consulted with Ameritech and assisted with the launch of an international telemarketing center designed to sell voice mail products. Performed over 25 successful engagements primarily in the operations management, computer information systems, and organizational design areas.

General Manager – Operator Services, Ameritech Michigan (7/91 – 7/93)

Managed a team of 2100 employees and an annual budget of \$100 million to record setting quality and expense results. Instituted process management systems, and technology improvements to increase efficiency by over 14% in one year. Launched several new advertising campaigns targeted at consumers that contact information or dialing assistance services.

Senior Quality Director, Ameritech (1/91 – 7/91)

Introduced total quality management and process management principals into the Public Markets Organization of Ameritech. Instituted several unique designs to reduce defects in the production of white pages phone books, the delivery of information services, and the sale of operator services.

Division Manger - Operator Services, Michigan Bell (1/89 - 1/91)

Managed the operator services functions for the Michigan area. Published over 30 White Pages Directories for the Michigan area on an annual basis.

Division Manager - Computer Operations, Michigan Bell (12/84 - 1/89)

Responsible for the operation of all mission critical applications and systems for the company. Managed all corporate mainframe, departmental systems and local area networks. Served all business office, network, installation & maintenance, finance, and marketing personnel with over 400 technical employees and an annual budget of over \$200 million. Managed the integration of the first client /server wide area network in the Ameritech Corporation.

District Manager - Information Systems, Michigan Bell (7/78 - 12/84)

Managed all system development and maintenance programming for third and fourth generation legacy systems in the company. Responsible for every program enhancement or business transaction throughout the company.

Manager - Information Systems, Michigan Bell (6/71 - 7/78)

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Managed a team of analysts that developed network information, billing, and accounting systems for the company.

Systems Analyst - Accounting Operations, Michigan Bell (7/68 - 6/71)

Performed maintenance and development work in a variety of programming languages for the corporate billing and accounting systems.

Ms. Osborne holds an MBA from the Michigan State Advanced Management Program, and a Bachelor of Science in mathematics from Central State University. She has completed extensive education in computer systems management, executive education, and quality deployment.

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Mr. Machen is an attorney and a business development professional with over ten years experience in the legal and business community. He has extensive experience in the telecommunications industry, including the interactive services, internet, control systems, and information content areas. He is versed in several facets of the regulatory/legal aspects of telecommunications, including MFJ issues, the 1996 Telecommunications Act, technical contract execution, acquisitions, and intellectual property. He has held positions in a boutique legal practice, where he executed several transactions in the information and broadcasting industries. Mr. Machen has also served as manager of business development in the Information Industry Services Unit of Ameritech, where he developed several new lines of business. An overview of Mr. Machen's follows:

Vice President and General Counsel, Ntegrity Telecontent Services, Inc. (3/96 - Present)

Developed a business plan to enter the telecommunications industry as a bundled service provider, with an emphasis on long distance resale. Personally architected legal strategies to leverage tariffs of partners to facilitate entry into national markets, while protecting the title to customers. Negotiated multiple contracts in preparation for the launch of business via acquisition. Created investment banking relationships to secure funding. Designed contract enforcement strategies to address customer attrition effectively.

Manager of Business Development - Information Industry Services (2/95 - 3/96)

Managed the business development activities for a business unit dedicated to selling telecommunications services to third party information providers such as centrex, paging and cellular resellers; on-line services and internet firms; alarm and CATV companies; and, multimedia software companies. Executed business strategies to enter the multimedia software, energy monitoring, directory publishing, internet content, and resale businesses. During tenure as manager of the business development unit, revenues grew by over 70%. Facilitated business development opportunities for joint ventures with a large electric utility designed to create utility management products and services, including automatic meter reading, competitive pricing, load control, and many other telecommunications enabled services. Advised legal staff in the formulation of strategy to leverage the Telecommunications Act of 1996. Developed an intimate familiarity with legal/regulatory issues, especially incidental long distance and resale areas.

Associate - Pugh, Jones & Johnson, P.C. (6/92 - 2/95)

Served as outside counsel for businesses in many commercial transactions, including over 25 separate transactions for telecommunications companies, e.g. AT&T. Specifically represented AT&T on every commercial lease transaction within a six state region. Also represented start-up broadcasting companies on the acquisition radio station properties. Performed various legal functions in the corporate, and small business environment, including, but not limited to, employment issues, real estate issues, regulatory issues, tax matters, finance transactions, and acquisition planning.

Associate – Baker & Hostetler (5/89 - 2/92)

Practiced within the intellectual property, trademark & copyright, and general litigation areas. Advised clients in the legal enforcement of intellectual property infringement. Closed numerous corporate transactions, and real estate transactions.

Financial Analyst - First Capital Financial Corporation (10/84 - 5/86)

Prepared Securities and Exchange Commission filings, analyzed performance of partnerships. Prepared financial information for clients including tax returns, and periodic financial statements.

Mr. Machen holds a BS in Management with a concentration in accounting from Purdue University, and a Jurist Doctorate from the University of Michigan. He is actively involved in his community. He is a former Illinois Medical Center Commission, the largest urban medical center in the world, by Governor Edgar in 1994.

EXHIBIT D

Financial Information

Ntegrity Telecontent Services, Inc. Income Statement For the Month and Period Ended March 31, 1999

	Month Ending 3/31/99		YTD Ending 3/31/99			
	Actual	Projected	Difference	Actual	Projected	Difference
Total Billable Revenue	457,508	617,588	(160,080)	1,679,446	1,549,673	129,773
Less: Allowances	(5,847)	(21,615)	15,768	(12,150)	(54,238)	42,088
Net Billable Revenues	451,661	595,973	(144,312)	1,667,296	1,495,435	171,861
Cost of Revenues	408,503	488,698	(80,195)	1,323,515	1,226,257	97,258
Gross Margin	43,158	107,275	(64,117)	343,781	269,178	74,603
GM %	9.6%	18.0%		20.6%	18.0%	
Sales Expenses	565	81,187	(80,622)	208,797	243,562	(34,765)
General & Administrative Expenses			*			
Executive Salaries	30,400	59,583	(29,183)	83,270	178,750	(95,480)
Administrative Salaries	17,134	-	17,134	56,348	-	56,348
Benefits	6,645	12,960	(6,315)	19,908	38,880	(18,972)
Rent	5,862	6,021	(159)	17,585	18,063	(478)
Telephone and Utilities	16,238	2,500	13,738	46,868	7,500	39,368
Advertising and Promotions	2,999	15,349	(12,350)	13,469	40,995	(27,526)
Maintenance and Repairs	2,356	,	2,356	7,550		7,550
Travel and Entertainment	4,670	3,500	1,170	10,105	10,500	(395)
	924	1,500	(576)	1,848	4,500	(2,652)
Equipment Rental	970	2,000		2,484	6,000	• • • •
Insurance		2,000	(1,030)		0,000	(3,516)
Bank Fees	151	4 000	151	216	40.040	216
Professional Services	14,906	4,083	10,823	61,161	12,249	48,912
Training	804	-	804	804	-	804
Office Supplies and Postage	4,037	1,000	3,037	11,446	3,000	8,446
Personal Property Taxes	1,000	1,000	-	3,000	3,000	-
Miscellaneous	607	-	607	5,717	~	5,717
Bad Debt Expense	150,000		150,000	550,000		550,000
G&A Expenses	259,703	109,496	150,207	891,779	323,437	568,342
ÉBITDA	(217,110)	(83,408)	(133,702)	(756,795)	(297,821)	(458,974)
EBITDA %	-48.1%	-14.0%	(100).02)	-45.4%	-19.9%	(111,111,
Depreciation	3,670	515	3,155	10,159	1,544	8,615
Amortization	1,168	2,000	(832)	3,505	6,000	(2,495)
Operating Income (EBIT)	(221,948)	(85,923)	(136,025)	(770 ,459)	(305,365)	(465,094)
Interest Expense, net	7,617	18,667	(11,050)	43,147	53,667	(10,520)
Pretax Income	(229,565)	(104,590)	(124,975)	(813,606)	(359,032)	(454,574)
Income Tax					-	•
Net income	(229,565)	(104,590)	(124,975)	(813,606)	(359,032)	(454,574)

Ntegrity Telecontent Services, Inc. Balance Sheet As of February 28 and March 31, 1999

ASSETS Current: Cash Accounts Receivable, net Expense Advances Unbilled Revenues Prepaid Expenses Total Current Assets	Feb-99 169,271 734,612 - 796,913 84,219 1,785,015	Mar-99 141,359 1,049,534 - 639,698 90,889 1,921,480
Furniture & Capital Equipment Less: Depreciation Net Furniture & Capital Equipment	139,987 (22,058) 117,929	155,261 (25,728) 129,533
Deposits Capitalized Financing Costs, net	27,246 60,759	27, 246 59,591
Total Assets	1,990,949	2,137,850
LIAB. AND EQUITY Current: Accounts Payable Accrued Expenses Accrued Interest Customer Deposits Taxes Payable Total Current Liabilities	1,282,335 227,033 79,917 200 137,097 1,726,582	1,584,059 206,253 101,578 400 160,619 2,052,909
Senior Debt Lease Liability Deferred Rent Deferred Tax Liability	1,750,000 26,601 11,227	1,800,000 25,958 12,009
i Total Liabilities	3,514,410	3,890,876
Common Equity Retained Earnings Total Equity	10,000 (1,533,461) (1,523,461)	10,000 (1,763,026) (1,753,026)
Total Liabilities and Equity	1,990,949	2,137,850

Ntegrity Telecontent Services, Inc. Statement of Cash Flows For the Months Ended February 28 and March 31, 1999

	<u>Feb-99</u>	<u>Mar-99</u>
Funds From (Used by) Operating Activities:	(0.40 00 0)	(000 505)
Net Income Available to Common	(318,335)	(229,565)
Depreciation/Amortization	4,404	4,837
Deferred Tax Liability	•	
Deferred Rent	782	782
Change in Current Assets and Current Liabilities:		
Accounts Receivable	(246,479)	(314,922)
Expense Advances	431	
Unbilled Receivables	(32,641)	157,215
Prepaid Expenses	55,482	(6,669)
Accounts Payable	366,063	301,724
Accrued Expenses	(11,000)	(20,780)
Interest Payable	17,500	21,661
Customer Deposits	-	200
Taxes Payable	50,866	23,522
Total Changes in Current Assets and Current Liabilities	200,222	161,951
Funds From Operations	(112,927)	(61,995)
Funds From (Used by) Investing Activities:		
Furniture and Fixtures Purchases	(1,800)	(15,274)
Deposits		
Funds From (Used by) investing Activities	(1,800)	(15,2 74)
Funds From (Used by) Financing Activities:		
Equity Issued	-	-
Debt Issued	200, 000	50,000
Lease Liability	•	(643)
Debt Repayments	-	-
Capitalized Financing Costs		-
Funds From (Used by) Financing Activities	200,000	49,357
Net Change in Cash	85,273	(27,912)
Beginning Cash	83,998	169,271
Ending Cash (Revolver)	169,271	141,359

Ntegrity Telecontent Services, Inc. Cost of Revenues Detail For the Month and Period Ended March 31, 1999

	<u>Month</u>	YTD
ILEC Network	264,703	971,117
Long Distance Network	65,087	107,926
Calling Card / Voice Mail	4,938	7,163
Wages - Provisioning	30,211	86,184
Fringes - Provisioning	4,046	12,537
Temporary Labor	19,328	82,326
Bill Processing	19,440	52,853
Tariff Research	• ,	1,159
Tax Compliance Service	750	2,250
Total Cost of Revenues	408,503	1,323,515

Ntegrity Telecontent Services, Inc. Accounts Receivable Rollforward For the Month Ended March 31, 1999

Accounts Receivable, 2/28/99	1,245,498
Add: Billings Add: NSF Checks Add: Deposit Recorded as Collection Less: Collections Less: Customer Adjustments Less: Bad Debts Written Off	696,913 1,146 200 (227,537) (5,864)
Accounts Receivable, 3/31/99	1,698,463
Reserve for Allowances, 2/28/99	(10,886)
Add: Allowance Expense Less: Adjustments Given	(5,800) 5,864
Reserve for Allowances, 3/31/99	(10,822)
Reserve for Bad Debts, 2/28/99	(500,000)
Add: Bad Debt Expense	(150,000)
Less: Bad Debts Written Off	11,893
Reserve for Bad Debts, 3/31/99	(638,107)
Accounts Receivable, net, 3/31/99	1,049,534